

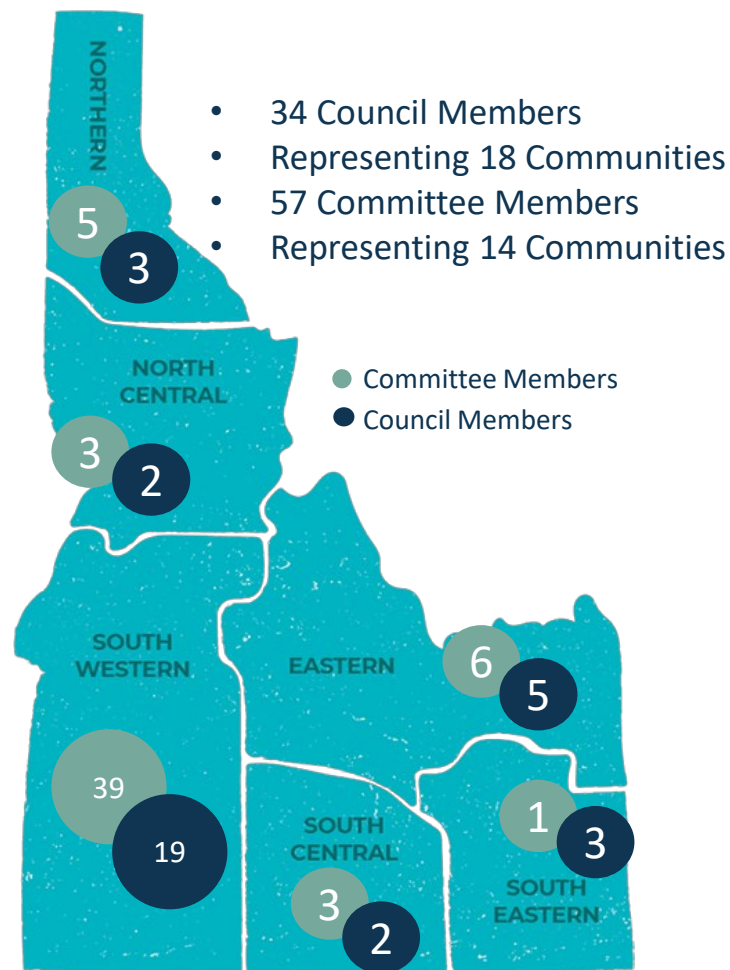


## Our Vision

We envision a future where Idaho's diverse and prepared workforce meets the needs of our unique communities and employers.

## Goals

- Increase public awareness of and access to career education and training opportunities.
- Improve the effectiveness, quality and coordination of programs and services designed to maintain a highly skilled workforce.
- Provide for the most efficient use of federal, state and local workforce resources.



## Idaho Workforce Development Training Fund has:

Trained 12,038 Idahoans

Served 9,633 Employers

Reached hundreds of thousands of Idahoans through outreach

Since 2016



**IDAHO BUSINESS**  
*for* **EDUCATION**

"We focused on entry level technician jobs for the youth apprenticeship program in automotive, and that's been great. As soon as we started doing it, we had nine applicants come in the day we got approved." –Teton Toyota

A graphic of a billboard on a metal pole. The billboard is white with dark blue text. The text reads: "Goal: 400 Youth Apprentices by 2024".

**Goal: 400 Youth  
Apprentices  
by 2024**

Total Participants (Registered Apprentices)

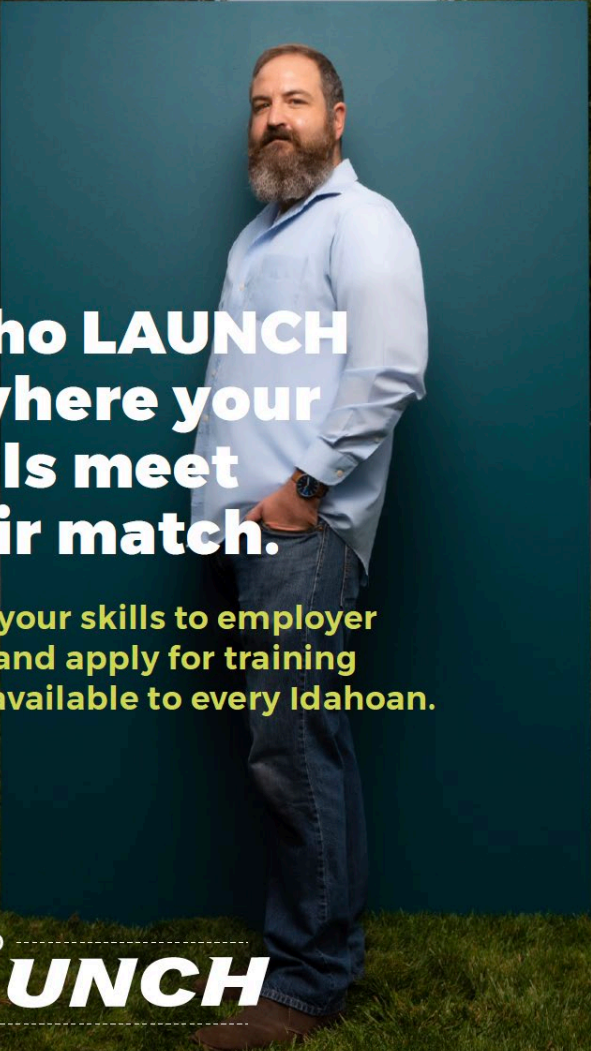
- Served 52

Total Businesses

- Engaged 39
- Enrolled 22

# Youth Apprenticeship Grant

This project is wholly funded by a grant from the U.S. Department of Labor in the amount of \$2,490,630.



**Idaho LAUNCH  
is where your  
skills meet  
their match.**

**Match your skills to employer  
needs and apply for training  
funds available to every Idahoan.**

*"I never thought I would be a truck driver, but the launch program paid for 90% of my schooling at Sage trucking. I just completed my classes for my CDL Class A with Tanker/double triple endorsement, plus received a great job offer with a local company making over \$65,000.00 a year. All this in less than 3 months."*

—Idaho Launch Participant

## **The Numbers:**

**Participants (2/1/22): 1,037**

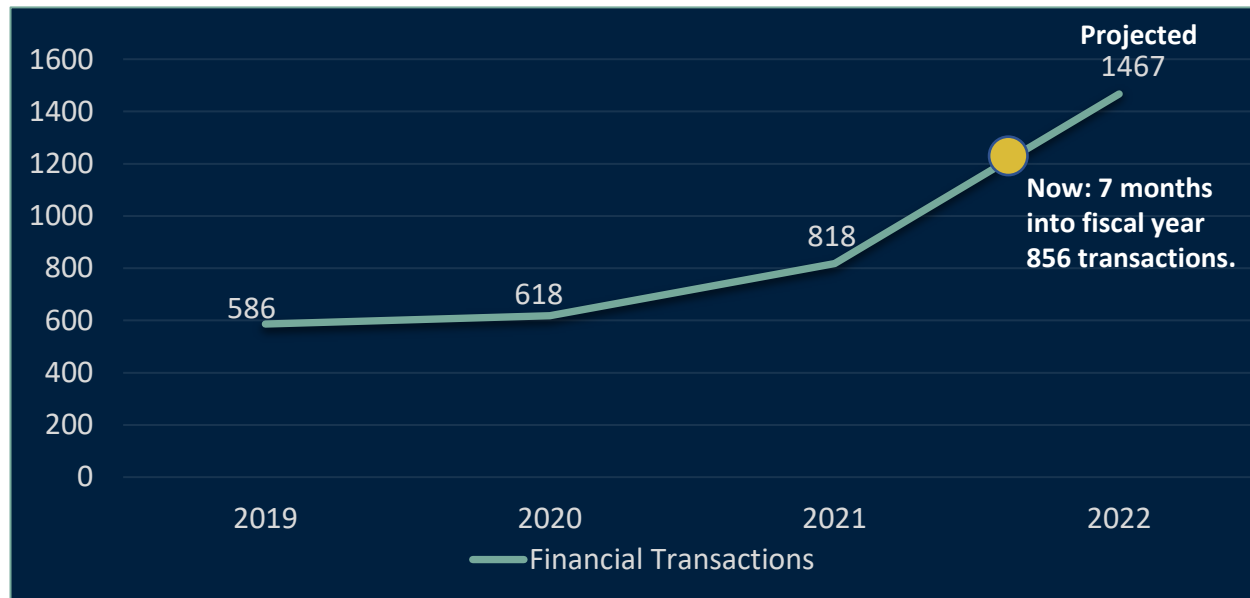
**Site Visits (1/20/21): 30,898**

**Average benefit use (2/1/22): \$3,000**

**Total obligated (2/1/22): \$3,154,751**

**Employers Served (12/31/22): 684**

New programs! Helping Idaho get back to work.



### 1. Administrative Assistant

The agency requests 1.00 FTP and \$50,300 ongoing from the Idaho Workforce Development Training Fund for an administrative assistant position. This position would support an increased workload distributing workforce training grants to Idaho employers and workers. The increased workload was brought on by two new programs: Idaho Launch which provides 75-90% of the cost of short-term training for Idahoans that is tied to in-demand skills; and the Registered Apprenticeship Incentive that allows any employer who hires a registered apprentice to access reimbursement funds for the duration of the apprenticeship program.

Agency Request	1.00	0	50,300	0	50,300
<i>Recommended by the Governor with changes for benefits and compensation.</i>					
Governor's Recommendation	1.00	0	52,000	0	52,000



## Leading Idaho: Workforce Training Investments

*“The hottest city in the nation right now when it comes to explosive growth in new job listings may come as a surprise, but not to anyone who’s been tracking how COVID-19 has impacted the geography of work.*

*A new report from job site [Indeed.com](https://www.indeed.com) found employment postings for the **Boise, Idaho metropolitan area** earlier this month were nearly double the volume of Feb. 2020.” – Deseret News, January 19, 2022*

### 51. Workforce Training - ARPA SRF

Agency Request	0.00	0	0	0	0
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*The Governor recommends 2.00 FTP and \$25,000,000 ongoing from the American Rescue Plan Act (ARPA) State Fiscal Recovery Fund to provide workforce training and apprenticeships. This recommendation is ongoing for the duration of the available ARPA funding. Funding will be directed through Idaho Launch and other programs to provide access for individuals impacted by the pandemic to training aligned to employer needs. This recommendation will also support grants to training providers for curriculum development, simulators, equipment, and other reasonable necessities to carry out training and expand capacity to meet increased demand.*

Governor's Recommendation	2.00	0	0	25,000,000	25,000,000
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## Idaho Child Care Gap Findings

Potential Need	74,670 children
Supply	55,850 seats
Gap	18,820 children
Percent Gap	28% of children
Economic Impact (long term loss)	\$0.7 to \$1.1 Billion

### 52. Childcare Infrastructure Grants - SRF ARPA

Agency Request	0.00	0	0	0	0
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*The Governor recommends 2.00 FTP and \$25,000,000 ongoing from the American Rescue Plan Act (ARPA) State Fiscal Recovery Fund to provide childcare infrastructure grants. This recommendation is ongoing for the duration of the available ARPA funding. Child Care Expansion Grants will be targeted to business owners willing to build new childcare facilities or expand existing facilities to increase the number of childcare slots available to working families. The grants will also provide relief for childcare providers and provide support to make childcare more affordable.*

Governor's Recommendation	2.00	0	0	25,000,000	25,000,000
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# ***Surprise! We're Hiring!***

Starting Wage \$15hr-\$20hr (D.O.E)



***- APPLY INSIDE  
OR ONLINE -***

**830COMMON.COM**

**Increase the economic mobility of Idahoans through education and training that leads to wage gains and retention.**

## What is Idaho Launch?

Idaho Launch started in November of 2020 and was bolstered by \$1,000,000 in CARES Act funds.

Idaho Launch is the **pathway for all Idahoans**, seeking to work in Idaho, to **receive financial support** through the Workforce Development Training Fund (WDTF) **for short-term training programs** that will allow them to attain in demand, **employer requested skillsets**.

## Large Scale Employer Surveys Drive Launch Offerings

In summer of 2020 Idaho Workforce Development Council ran an **employer survey**. We got back **845 responses** across all industries. This allowed us to **identify skills** that the employers will find important for hiring in the near future. **We matched those skills to training**, and our Policy committee approved courses for Launch to meet the need.

We are in the process of **updating this survey**. We will once again ask employers about skills and will also ask them to **evaluate** the value of the **current offerings** in Idaho Launch.

### The Basics:

#### Participants must be:

- Idaho Residents
- Use the benefit to work in Idaho

#### The Benefit Covers

- 75-90% of approved costs

#### Some important details:

- \$7,500 max benefit
- Once in a lifetime benefit
- A contract can include multiple courses

### The Numbers:

Participants (2/1/22): 1,037

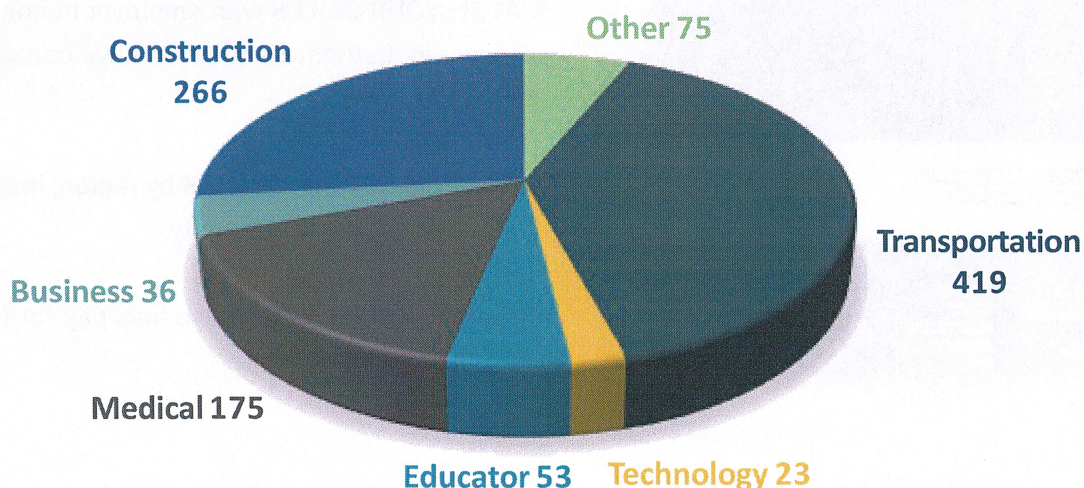
Site Visits (1/20/21): 30,898

Average benefit use (2/1/22): \$3,000

Total obligated (2/1/22): \$3,154,751

Employers Served (12/31/21): 684

## COURSE TYPES BY INDUSTRY

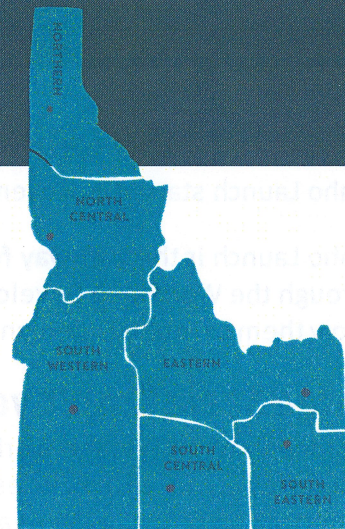


# IDAHO LAUNCH

Where your skills meet their match.

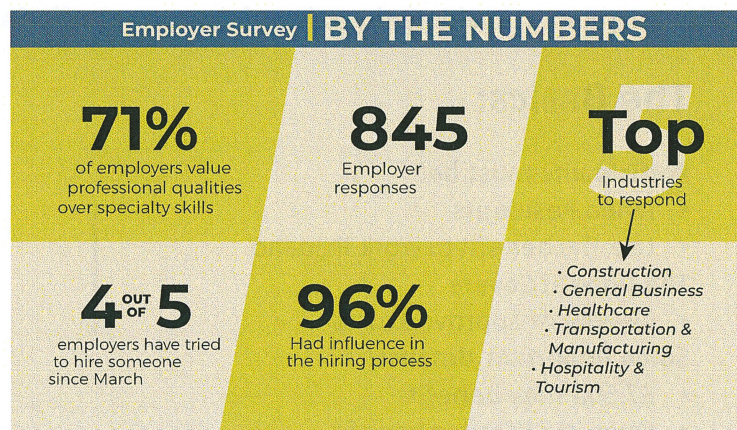
## Research Your Reset

Here, you can match your current skills to what employers across the state need and apply for training funds to build your skills. You may also discover hidden opportunities as you search hiring trends by region, research training opportunities, and connect with a career planner through the online application for training funds.

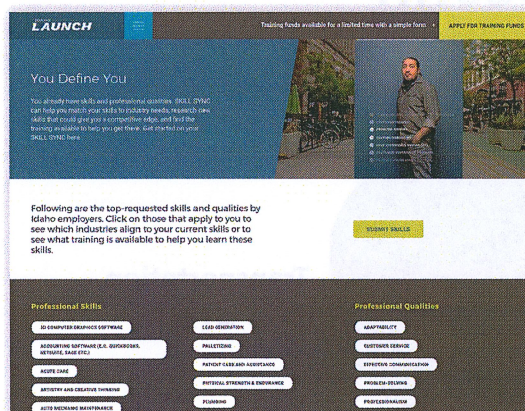


## Behind the Scenes

We asked Idaho employers from every region of the state to complete a detailed survey to identify the most relevant skills that would help applicants to be successful in their industries. Then, we interviewed training providers to match the current course offerings to in-demand skills. And we have partnered with the Idaho Department of Labor and their career planners to provide help for job seekers looking to find a quick path to the training they need, at a price they can afford.



Visit [IdahoLAUNCH.com](https://IdahoLAUNCH.com)



**MATCH YOUR SKILLS** with employer needs and discover industries you may not have considered with **SKILL SYNC**.

**RESEARCH OPPORTUNITIES** by region, industry, skillset or training opportunity.

**ACCESS TRAINING FUNDS** to help pay for training, available to all Idahoans.



## Workforce Development Training Fund 2021 Annual Report

### EXCERPT

The full Annual Report for the Workforce Development Training Fund can be found at:  
<https://wdc.idaho.gov/workforce-development-training-fund/>

Idaho Workforce Development Council  
Wendi Secrist, Executive Director

State of Idaho  
Brad Little, Governor

# Introduction



The Idaho Workforce Development Council serves as a coordinating body across state agencies, education, and economic development partners in order to address one of the most critical issues threatening the continued growth of Idaho's economy: developing a skilled workforce that meets the unique needs of Idaho's communities and employers.

The Council's work focuses on getting Idahoans into the careers they want and putting them on a path to prosperity, while ensuring that Idaho's employers have the highly educated and skilled talent they need to thrive today and into the future. The Council brings cohesion, expertise, and funding to set things in motion for our workforce development partners throughout the state.

The Council is responsible for the Workforce Development Training Fund, a dedicated fund generated through the transfer of 3% of the unemployment taxes employers pay. The goals of the Workforce Development Training Fund are to:

- Increase the economic mobility of Idahoans through training that leads to wage gains and retention.
- Provide timely assistance to businesses while shifting focus to broader talent pipeline development strategies that serve multiple employers.
- Support growth of the economy by assisting employers with job creation and integration of technology, specifically through the development of skills in their existing and/or new employees.
- Provide a return on investment to Idahoans as evidenced by increased wages, job creation, capital investment, retention of Idaho's workforce, credential attainment, and/or customer satisfaction (employer and trainee).
- Promote innovation in talent development.
- Encourage replication of best practices in talent pipeline development.

This report provides details regarding the grants awarded by The Council through the Workforce Development Training Fund between January 1, 2021 and December 31, 2021.

## Grants by Type and Amount

Twenty three grants were awarded between January 1, 2021 and December 31, 2021. Combined, they aim to train 6,919 trainees, and have an anticipated reach of over 250,000 through outreach efforts. The following charts reflect the Council's continued emphasis on shifting focus from helping employers one-at-a-time to broader sector strategies, including increasing line-of-sight through Outreach Project awards.

### Grant Highlights:

2021 Calendar Year

#### Employer:

Paylocity Corporation, \$81,000  
House of Design, \$263,261  
Western States Equipment, \$946,293  
Unitech Composites, \$315,000  
Hearthside Foods, \$151,281  
Artisan Labs, \$51,939

#### Industry Sector:

North Idaho College, \$554,804  
Shoshone-Bannock Jr/Sr High School, \$200,259  
Lewis Clark State College, \$1,289,051  
Idaho Trucking Association, \$242,000  
Elevate Academy, \$869,956  
Sun Valley Culinary Institute, \$150,000

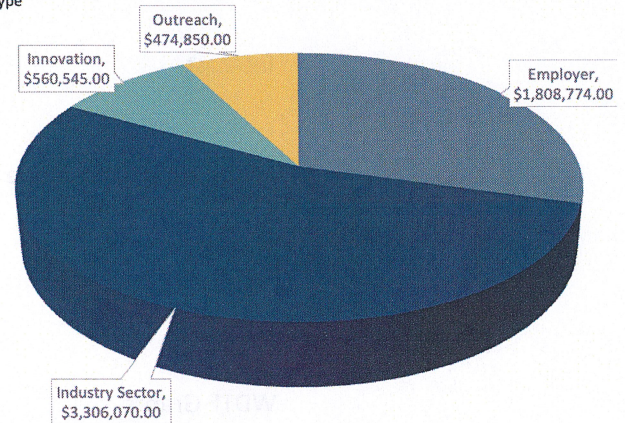
#### Innovation:

Palouse Pathways, \$21,580.00  
Idaho State University, \$21,945.00  
International Rescue Committee, \$25,000  
University of Idaho, \$24,267  
Boise State University, \$185,000.00  
ID Veterans Chamber of Commerce, \$282,753.60

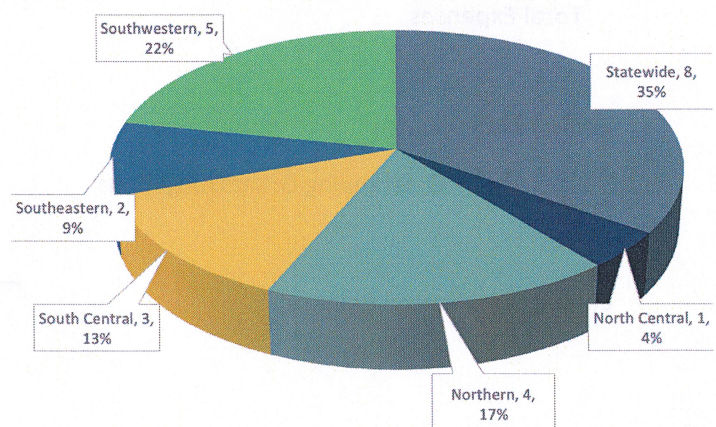
#### Outreach:

STEM Action Center, \$50,000  
Next Steps Idaho, \$250,000  
IACRAO, \$15,000  
State Department of Education, \$9,850  
Idaho Technology Council, \$150,000

Contracts Awarded  
2021 (Calendar Year)  
By Grant Type



Contracts Awarded  
2021 (Calendar Year)  
By Region



# Workforce Development Training Fund



## YEARLY FINANCIAL SUMMARY for FY2020 & FY2021 (UNAUDITED)

	ACTUAL FY2020 7/1/19 - 6/30/20	ACTUAL FY2021 7/1/20 - 6/30/21
<b>Beginning Cash Balance</b>	\$16,507,989	\$14,183,075
<b>Revenue</b>		
Collections	\$3,738,374	\$3,757,341
Interest	\$322,030	\$70,603
Miscellaneous Revenue	\$296	\$1,419
<b>Total Revenue</b>	\$4,060,700	\$3,829,363
<b>Expenditures</b>		
WDTF Grants	\$5,687,004	\$1,830,542
Administrative Expenses	\$698,611	\$917,616
<b>Total Expenses</b>	\$6,385,615	\$2,748,158
<b>Ending Cash Balance</b>	\$14,183,075	\$15,264,280
Outstanding Grant Obligations	\$5,276,832	\$8,447,544
<b>Ending Unobligated Balance</b>	\$8,906,243	\$6,816,736

# Workforce Development Training Fund

JANUARY 1, 2021 THROUGH DEC. 31, 2021

## Employer Grants

Direct grants provided to new and expanding business, with an emphasis on transferrable skills and structured training programs.

	COMPLETED	ACTIVE*
Total Contracts-----	7	14
Amount Awarded-----	\$1,152,817	\$2,776,910
Total Expended-----	\$538,507	\$528,095
Average Hourly Wage-----	\$47.11	\$26.36
Number of Trainees -----	936	2,364
Average Cost per Trainee -----	\$575	\$1,175

## Industry Sector Grants

Education institutions partner with three or more industry partners who provide a cash match and/or in-kind resources.

	COMPLETED	ACTIVE*
Total Contracts-----	2	18
Total Awarded-----	\$498,745	\$8,990,350
Total Expended-----	\$305,825	\$3,297,356
Average Hourly Wage-----	\$13.32	\$18.73
Number of Trainees-----	282	6,512
Average Cost per Trainee-----	\$1,084	\$1,381

## Innovation Grants

Community consortiums of business, education, and other partners to solve workforce issues.

	COMPLETED	ACTIVE*
Total Contracts-----	4	9
Total Awarded-----	\$175,000	\$615,288
Total Expended-----	\$116,602	\$19,081
Number of Trainees-----	82	2,121
Average Cost per Trainee-----	\$1,422	\$290

## Outreach Grants

Increase public information and outreach on career education and workforce training opportunities.

	COMPLETED	ACTIVE
Total Contracts-----	7	9
Total Awarded-----	\$495,659	\$660,573
Total Expended-----	\$342,212	\$130,395
**Total Reach-----	218,076+	337,759

\*Information provided for active grants shows planned wages, trainees, and cost per trainee.

\*\* Information for total reach includes reported data on completed activities. Reach includes contact at an event, clicks through to a website as a result of outreach efforts, direct mail, and participation in an outreach activity as relevant to each project.

## Leading Idaho - Workforce Training Investments

### Idaho Launch ([www.idaholaunch.com](http://www.idaholaunch.com)) – \$24,159,000

Short-term training for any Idahoan who was impacted by COVID-19 or any Idahoan who wants to train for occupations in industries impacted by COVID-19. Examples include, but are not limited to, Healthcare, Hospitality, Retail, Construction, and Transportation.

- \$3m set-aside for apprenticeship training in the trades (i.e. electrical, pipefitting, etc.)
- Training will be prioritized to in-demand occupations.
- Existing Launch policy requires a contribution of 10-25% from the individual. This can be waived using ARPA funds, if desired.
- The Council may need to adapt the policy governing Launch to include “for-credit” opportunities for certain occupations.

### Simulators and Mobile Training Equipment – \$3,000,000

- Grants to cover acquisition costs of simulators and mobile training equipment for colleges and industry associations. Organizations will need to develop plans to utilize equipment for both training and industry recruitment. They will be required to present a sustainability plan to maintain/upgrade equipment beyond the grant period.

### Retail Management Certification – Course Development – \$100,000

- Fund the development of an online, 3-credit course to complete the requirements for Idaho Community Colleges to offer the Retail Management Certificate under the direction of the Western Association of Food Chains, Albertsons, Broulim's, Costco, Food4Less, Fred Meyer, Ridleys, Rosauers, Whole Foods, and Winco are members of the industry organization.

### Talent Pipeline Management (TPM) – Regional Coordinators – \$1,800,000

- \$1.8m to fund one TPM Coordinator in each of 6 regions to facilitate efforts to align industry/employer needs to specific training that is offered through Launch and/or other grants. The TPM Coordinator would be employed by a regional organization (ex. College, Chamber, Economic Development) who would receive a grant for \$150,000 per year for 2 years.

### Talent Pipeline Management Implementation Funds – \$20,000,000

- Supplements the Workforce Development Training Fund to implement projects coming through the TPM process.

### Next Steps Investments – \$500,000

- \$500,000 to integrate resume development, job interview practice, and connections to work-based learning into the Next Steps Idaho website.

### Staff – \$441,000 (over the 3 year period)

- Two FTEs for the Workforce Development Council to assist with the distribution, fiscal management, and performance tracking of the funds. Positions will be eliminated once ARPA funds are distributed.

**Total Investment = \$50,000,000 invested by December 2026**

*(final allocations will be approved by Council)*

A proud partner of the  **americanjobcenter** network

## Leading Idaho – Talent Pipeline Management Detail

	Chapter	Learning Outcomes	Estimated Time to Implement
Get Organized	TPM Orientation	Assess if TPM is a good fit and introduce the approach to your community	6 months
	Strategy 1: Organize Employer Collaboratives	Organize employers to address a skills gap for critical jobs	
Do Your Homework	Strategy 2: Engage in Demand Planning	Project the number of jobs needed across companies	3 months
	Strategy 3: Communicate Competency and Credential Requirements	Create a shared language for communicating hiring requirements	
	Strategy 4: Analyze Talent Flows	Identify current and future sources of talent	
Implement Solutions and Improve	Strategy 5: Build Talent Supply Chains	Manage performance for employer partners and designate preferred providers of talent	3 months
	Strategy 6: Continuous Improvement	Engage in continuous improvement	

### Current Collaboratives:

**Region 1:** Healthcare and Construction  
**Region 2:** Healthcare and Natural Resources  
**Region 3:** Welding and Construction  
**Region 4:** Food Processing and Healthcare  
**Region 5/6:** Construction

### Anticipated Collaboratives:

**Region 1:** Forest/Wood Products Manufacturing, Hospitality/Tourism, Tribal Enterprises  
**Region 2:** Metals Manufacturing, Tribal Enterprises  
**Region 3:** Healthcare, Semiconductor Manufacturing, Technology  
**Region 4:** Construction, Hospitality & Tourism  
**Region 5/6:** Food Processing, Manufacturing, Energy, Cybersecurity, Healthcare

### Examples of Projects that May Come Forward:

- **Heavy Equipment Operators Joint Apprenticeship Training Center**, \$11,000,000: *There were over 550 job postings for Heavy Equipment Operators over the last 12 months, and the occupation is projected to grow over 20% over the next 10 years. Idaho does not have any training programs for this profession. ITD has partnered with Baker Technical Institute to provide training to approximately 20 people per year, but that doesn't begin to meet the demand.*
- **Institute for Pervasive Cybersecurity**, \$806,434: *This program, proposed by BSU, will help train and develop "learner workers" in the roles of cybersecurity analyst and cybersecurity engineer. The initiative is meant to align with all Idaho public higher-education institutions in order to provide "live fire" training environment for students.*
- **Make Idaho Advanced Manufacturing**, Center for Advanced Energy Studies, \$2,406,608: *This initiative strategically positions the state as an innovator in AM education, research, development, and implementation. For this initiative, BSU will support Idaho industry by providing a talent pipeline and a training program for the current and future AM workforce so that they have the technical skills needed to catalyze innovation and new product development in Idaho.*
- **Construction Trades Registered Apprenticeships Initiative**, North Idaho College, \$565,744: *Industry partners will engage in program design, provide subject matter expertise, provide space and equipment, train and employ participants, and evaluate the impact the program has on the industry. The registered apprenticeship programs to be developed are construction pre-apprenticeship and heavy equipment operator training.*

## Child Care Expansion Grants

### Need:

Child care is one of the most critical work supports for parents to successfully participate in the labor market. Since the pandemic, labor force participation rates in Idaho have decreased and one of the major factors is lack of child care options. According to Idaho's most recent Child Care Gap Assessment 74,670 children have the potential need for child care, and there are only 55,850 child care slots (the full report can be found here: <https://childcaregap.org/assets/onePagers/Idaho.pdf>).

Child care needs exist throughout the State and long wait lists exist at most high-quality child care centers. According to the study, the top five counties with the largest gap between the number of children who potentially need care but whose families cannot reasonably access formal care are Canyon, Ada, Bonneville, Twin Falls, and Bingham.

With a gap of nearly 20,000 child care seats in Idaho, there is a significant need to invest in Child Care Expansion Grants so that Idaho can continue to get back to work. This funding, administered by the Workforce Development Council, will increase the number of child care seats available to working families by targeting employers and/or child care providers willing to build new on-site or near-site child care facilities or expand existing facilities.

### Program Highlights: An increase of over 3,000 child care seats statewide, by the end of 2024.

- Through a \$50m grant program (utilizing ARPA funding), these funds will provide infrastructure or operating grants for start-up or expansion of child care where there is a significant gap between the number of child care slots available and the number of children needing care.
  - Idaho's child care capacity is **expanded** supporting families to return to work or their ability to receive training that will assist them in returning to work.
  - Coordinated licensure process for grantees.

Idaho Department of Health & Welfare Programs		Idaho Workforce Development Council Program
Investments that Support Children and Working Families	Investments that Stabilize Child Care Provider Business Owners	Investments that Expand High-Quality Child Care Capacity
<ul style="list-style-type: none"> <li>• Expanded eligibility criteria and lowered copay for families needing child care</li> <li>• Expanded mental health support and developmental screening for kids</li> </ul>	<ul style="list-style-type: none"> <li>• Child care provider support grants for existing operations.</li> <li>• Expanded support to after-school programs</li> <li>• Wage enhancement per worker</li> <li>• Expanded training and education for employees</li> </ul>	<ul style="list-style-type: none"> <li>• Grants to offset start-up costs for employers providing on-site/near-site child care</li> <li>• Grants to child care providers who are working with employer partners to expand number of children served</li> <li>• Support with recruiting and training staff</li> </ul>

*Note: There is a separate budget recommendation for the Idaho Department of Health & Welfare to **sustain** the current daycare facility operations.*

### Who Can Apply:

- Employers and/or child care providers that are seeking to add or expand capacity in Idaho.

### Grant Parameters:

- Applicants will complete and submit a business plan as part of the application process. Family/Group and Child Care Centers are eligible for the grants, when partnering with local employers and complying with local and state licensing requirements. Business plan guides can be found here:  
<https://wdc.idaho.gov/child-care-guides/>
- Applicants will be eligible for up to \$15,000 per seat in their start-up or expansion plan. A commitment to the number of slots, a sustainability plan, and a plan for ensuring they meet child care licensing requirements must be provided.
- A minimum of \$15,000,000 will be set-aside in the first year for providers with less than 15 seats.
- Preference will be given to entities that will focus on evidence-based programming and services and have parent engagement activities.
- A grant review committee including Workforce Development Council members and experts from IDHW would consider, at a minimum:
  - Private investment – match at least 50% of grant funds
  - Sustainability

### Scenarios

**Idaho Forest Group.** Headquartered in Coeur d'Alene and several mill sites across the state, Idaho Forest Group is committed to their employees and has been looking into child care support options. Currently, IFG is working with local child care providers in two communities, exploring ways to help them increase capacity such as additional employees and site expansion. They are hopeful a model can be developed to replicate in other locations.

**Kaniksu Health.** As one of the larger employers in Bonner County, Kaniksu Health recognizes the importance of providing child care to recruit and retain employees. Following the closing of the community's largest child care center, Kaniksu is working to develop a child care center for their employees.

**Homedale School District.** This past year, the Homedale School District purchased a building to serve as a child care center for district employees and the community. Funding for capital improvement is needed to refurbish the building to create an environment suitable to serve children in a healthy and safe environment.

**Twin Falls.** In partnership with CLIF Bar, the United Way of South Central Idaho wants to refurbish and expand a newly acquired facility to expand child care options for the regional business community. Funding for refurbishing and expansion is needed for the building to best serve working families.

**Bonneville County.** As one of the largest employers in Southeast Idaho, Idaho National Lab is exploring the feasibility of partnerships with local childcare facilities within the Idaho Falls community. INL is looking at several possible partnerships, one with Club Apple. Club Apple has land adjacent to their current facility and will start construction of a new daycare center in the spring of 2022. Within the parameters of this partnership, a certain number of spots will be held for INL employees and their children.